

Supply Chest

August 3, 2001

Navy Core Values: Honor, Courage, Commitment

Vol. 53 No. 14



Capt. Paul Flondarina
New FISC Executive Officer

Welcome aboard to the new FISC Executive Officer, Capt. Paul Flondarina. He reported aboard June 25 from USS Nimitz, where he served as Supply Officer. Captain Flondarina was commissioned an Ensign in the Navy Supply Corps in 1980. Following graduation from Navy Supply Corps School, he served on USS CALOOSAHATCHEE (AO-98). His next assignment was at the Navy Management Systems Support Office (NAVMASSO). While at NAVMASSO, he was selected for submarine duty and

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Captain James N. Hagarty to become DDNV's fifth commander

The Defense Distribution Depot's new commander reported aboard on July 31. Captain James N. Hagarty, Supply Corps, United States Navy, will become the depot's fifth commander at an official Change-of-Command ceremony on August 9.

Captain Hagarty comes to Norfolk after serving as Fleet Supply Officer, Commander-in-Chief, United States Naval Forces Europe. A native of Pittsburgh, Pa. he earned a B.S. degree from Georgia Southern College, an M.B.A. in Logistics, Operations and Material Management from The George Washington University and an M.S. degree from the Industrial College of the Armed Forces. He was commissioned in 1976 via Naval Officer Candidate School, Newport, R.I.

Prior assignments include service on USS Franklin D. Roosevelt (CV-42),



Capt. James N. Hagarty

and USS Engage (MSO-433) where he completed Surface Warfare Officer qualifications. While serving on the Staff

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Chief of Naval Operations Adm. Vern Clark dons a FISC ballcap and chats with FISC Commanding Officer Capt. Bill Kowba. The CNO was in Norfolk July 27 to meet with Sailors and to conduct an interview with the Flagship Newspaper.

From the Executive Director: The Real First Impression



By Sid Etherington
Executive Director, FISC Norfolk

In my last article I discussed the importance of making sure you have an up-to-date and complete resume in the STAIRS system. It will improve your opportunity for advancement or lateral relocation. Having an up-to-date resume allows you to exercise control over your own career by insuring your experience, education, training and awards are available to managers seeking to fill job vacancies. You should make sure your first impression, your resume, is neat, well written and grammatically correct to reflect positively on you as a potential employee.

Assuming you have positioned yourself in the best possible light with your written resume, the second level, the interview, **is your real first opportunity for a good impression.** In some instances, because of a STAIRS announcement or a merit promotion announcement, you may be called for an interview based on your resume that was forwarded to a selecting official.

If you are called for an interview, that is *your chance* to build on the written word (resume). That is *your chance* to show and articulate to your perspective employer why you are the best person for the job. Consider why you think you would do a good job. Ask yourself what characteristics, skills or experiences you have that would persuade the interviewers into believing you have what they are looking for. Be able to reel off these attributes quickly and with confidence. Tell them when and where you received that experience, and be sure to incorporate outside work whether paid or voluntary that would support your ability to lead, manage, or perform certain tasks, it all counts. Show enthusiasm. Learn about the command. Go to the command's website if they have one. Ask them questions about the job; they will be impressed that you researched the organization.

The interview is as much *yours*, if not more so, as theirs, so use the time to your advantage. Remember they need a person to do a job, they have asked you to participate in an interview because your resume says you can do the job, so it is now your job to make them want you. The interview is *your chance* to take control. Although you cannot control the questions you will be asked, you probably can guess what they will be, so prepare your answers in advance. You should also prepare a statement on why you want the job. Many interviewers give each applicant an opportunity to ask questions or make a statement. **Do it,** don't miss the chance to tell them how great you are, because if you don't believe it, neither will they. And please, as a final note, never underestimate the importance of your appearance. No matter what kind of job it is, your appearance at the interview says how you think about yourself. Does your appearance say you respect yourself and have confidence in yourself? Does your appearance say you can do the job, take the next step? Make sure you are representing yourself in the best light possible. Be optimistic, enthusiastic and professional! Good Luck on your next interview.

Supply Chest

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FISC Norfolk Reserves participate in Patriot Partner 2001

With dwindling budgets and increasing requirements, training reservists to assume duties in time of conflict has become increasingly important. Naval Reserves from across the nation deploy on annual training to support Navy mis-



Daniela Duff (l) and Linda Grey instruct Lt. j.g. Stephane Toth on computerized tracking techniques During last month's exercise Patriot Partner.

sions and operations in peacetime and during contingencies. That was the goal of the recent Patriot Partner 2001 exercise held in Norfolk, Va. between July 7 and July 20, 2001. Patriot Partner is a bi-annual exercise during which reserve units take over and operate active duty air and ocean terminals to exercise their wartime missions of moving passengers and cargo. Unlike their regular drill weekends in which they receive

classroom training, get required immunizations and train on material handling equipment, Patriot Partner exercises provide hands-on experience by working real-world missions in support of real-world active forces.

Participating in this year's Patriot Partner Exercise were 274 reserves representing the Army, Navy and Air Force. Forty-five Naval Reservists from Naval Reserve Naval Air Terminal (NAVAIRTERM) Detachment 107 (Charlotte, NC); Detachment 207 (Raleigh, NC); Detachment 307 (Greensboro, NC); and Detachment 609 (Louisville, KY) supported the Norfolk Air Terminal. Fifty-five members from two Naval Reserve Fleet and Industrial Supply Center (FISC) units, Detachment 106 (Baltimore, MD) and Detachment 107 (Norfolk, VA), supported the FISC Norfolk Ocean Terminal. The exercise was the largest mobilization exercise involving Naval Supply Systems Command reservists in the eastern United States.

Captain Ray English, commanding officer of the Norfolk-based FISC Norfolk Reserve Det. 107 said, "The exercise assesses the mobilization readiness of reserve forces to assume responsibility for and operate both the Air and Ocean terminals, as they would in the event of mobilization to support surge and contingency operations." Civilians along

with a handful of active duty service members, normally run both terminals. "The most significant part of this exercise was that 274 participants worked together as a team, irrespective of their service, status, or military involvement," said Cmdr. Tom Dalpini, Officer-in-Charge of the Ocean Terminal during the exercise.

Because this was the first time the Ocean Terminal participated in a Patriot Partner exercise, the Ocean Terminal senior enlisted and officer reservists worked alongside their civil service counterparts, training for their mobilization mission to run a second shift at the terminal. The reserve freight terminal material handling teams worked the entire exercise stuffing and stripping cargo containers. Typically the Baltimore and Norfolk Naval Reserve units focus on warehouse material handling during their drill weekends at the FISC Norfolk Ocean Terminal. This exercise afforded the opportunity to expand the Reservists' roles. "The main focus is on learning and training for mobilization, with secondary importance to moving freight", said Dalpini. In future years, the focus is expected to shift to running all aspects of the Ocean Terminal operations for the entire exercise. "It's good to see reservists really learning the operations", said Lt. Cmdr. Patrick Blesch, director of the FISC Norfolk Ocean Terminal.

During this year's exercise there was some interplay between the Air and Ocean terminals. The Air Terminal would receive cargo from the Ocean Terminal to be loaded onto a cargo plane and the Air Terminal sent hazardous material cargo to the Ocean Terminal for surface shipment because of HAZMAT regulations.

The Air Terminal take-over at Norfolk Naval Station encompassed every area of the operation, according to Lt. Cmdr. Tom Chase, operations officer and Deputy Director



SK3 Howard Wang moves material during exercise Patriot Partner.

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Sym is first officer at FISC Det. Washington to complete postal training

Lt.j.g. Jonathan Sym, Supply Corps, United States Naval Reserve (USNR) became the first U.S. naval officer to attend training at Fleet and Industrial Supply Center Norfolk (FISC) Detachment Washington, D.C. Postal Operations Division (POSTOPNSDIV). The training qualifies Sym to be a Navy Reserve postal officer. Although he was the first officer to complete the program, approximately 50 enlisted reservists receive training at this facility each year. "We are very pleased to have had Sym with us these past few weeks. He learns very quickly and is an extremely motivated individual. We enjoyed sharing ideas and working with him to improve our mission, said Ernest Terry, Superintendent of Postal Operations. While reviewing financial and budget statements as part of his training, identified several areas to increase reimbursements, reduce postal costs and change training requirements that would produce additional cost savings through consolidation. His suggestions were endorsed by Terry and John Gvozd, Postal Inspector and Advisor and submitted to the Officer-in-Charge of Det. Washington, Captain Mark Westin.

"I never gave much thought to the mail except when I had problems with it. Seeing the operations first hand gave me a greater appreciation for the logistics and the foresight that goes into operating such a facility," said Sym. "It's evident that the leadership here is committed to operations excellence, saving our Navy money and time while maintaining a high level of professionalism," he added.

Sym is the assistant supply officer and HQ Company Commander for Naval Mobil Construction Battalion (NMCB) 27 stationed at Naval Air

Station Brunswick, Maine. NMCB 27 is a reserve Seabee battalion attached to the Second Naval Construction Brigade in Little Creek, Virginia. The Brigade's mission is to support the Commander-in-Chief, U.S. Atlantic Fleet (CINCLANTFLT). As a civilian, he is a full time graduate student at Harvard University and managing director of investment banking at Sym & Company.

The Fleet Industrial Supply Center (FISC) Norfolk, Det. Washington, D.C. provides consolidated postal mail delivery for over 150 naval commands and activities, Naval District Washington (NDW) tenants, Department of Defense and federal agencies in the Washington, D.C. metropolitan area. Their investment in leading edge technologies have saved over \$3,200,000 per year in past years when they were processing almost 55,000 pieces of official, classified and express mail each day. Today with greater usage of e-mail the volumes have decreased but the savings continue.

"We recognize that technology will continue to become an integral part of our lives. We are constantly evaluating our business model to identify ways to advance our mission and leverage even greater savings for our customers," said Terry. The Postal Operations Division has become a leader in the industry re-



Lt.j.g. Jonathan Sym is congratulated by Capt. Mark Westin, officer-in-charge of FISC Norfolk Det. Washington, after completing training that qualified him as a Fleet Postal Officer.

ceiving several awards and commendations from customers such as the U.S. Secret Service and the Department of the Navy. Another program initiated by Gvozd identifies specific customers that can benefit from mail consolidation. With more than 15 years of experience, including advising President George Bush's transition team in mail handling procedures, Gvozd understands the customers' needs probably better than anyone. "We know that there are many activities in this area where we can provide seamless postal operations while cutting costs. It's only a matter of time before the word gets out," said Gvozd.

The next deadline for input to the Supply Chest is Friday, August 10 for the August 17 edition. Please submit material electronically or via diskette. Handwritten or typed material cannot be accepted. Call the editor at 443-1014 if you have questions about submitting material.

Take time to follow proper security procedures

Security containers (safes) are used to protect and store classified material. Access to containers should be limited to personnel with a security clearance and a need to know. Valuables such as money (i.e. coffee mess, MWR funds), jewels, precious metals and privately owned material will not be stored in the same containers used to store and safeguard classified material.

Use Standard Form 700 (Security Container Information) to maintain a record for each container showing the location, names, home addresses and phone numbers of all persons having

knowledge of the combination. Affix Part 1 of this form to inside of drawer with combination dial. Record combination on part 2A, insert in envelope and forward to the Security Office. Combinations shall be changed when:

- First placed in use
- An individual knowing the combination no longer requires access (retires, transfers, resigns etc.)
- The combination has been compromised
- The container has been taken out of service.

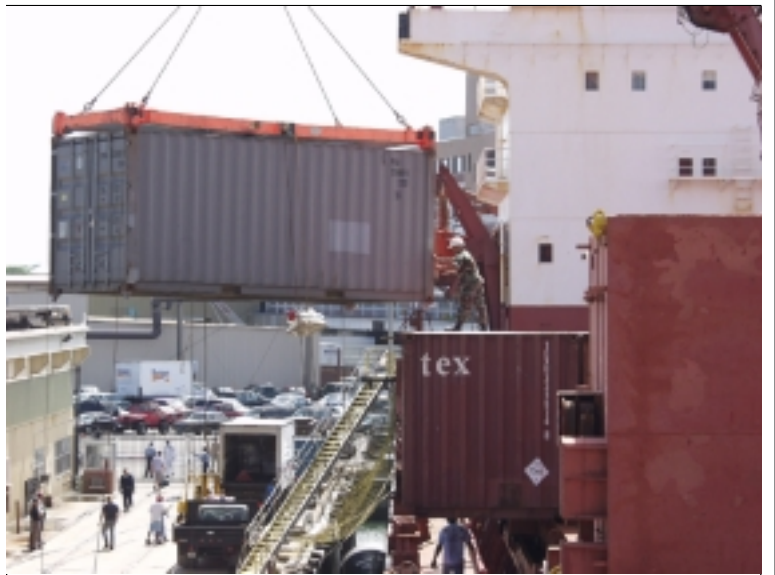
The Standard Form 702 (Security

Container Check Sheet) shall be affixed to the top or side of the container and initialed/dated when opening and closing container. The person locking the container should not be the one who performs the final check. On dates the container was not opened note "not opened."

Further guidance is provided in SECNAVINST 5510.36 (Information Security Program) Chapter 10. Forms may be obtained from the Security Office. Questions may be directed to Barbara Brooks, Security Manager, 443-1496.

Green Wave, departing

The last of many containers is loaded aboard the container ship Green Wave. The ship makes twice-yearly voyages to Greenland to deliver cargo to U.S. forces there. The most recent loadout was a tremendous effort that gave all involved an opportunity to work in a unique and challenging environment that required teamwork and communication. Joining together to make the loadout were commercial longshoremen; Army stevedores from the 11th Transportation Group, Fort Story; Naval Reservists; and FISC's civil service stevedores. According to FISC Ships Operations Branch Head Steve Fisher, their effort was significant because there were many organizations working well together without difficulty. "With all of those groups working together, there's always a chance for difficulties," explained Fisher. "Each group has their own methods and style. But everyone communicated well and worked great together."



Patriot Partner from Page 3

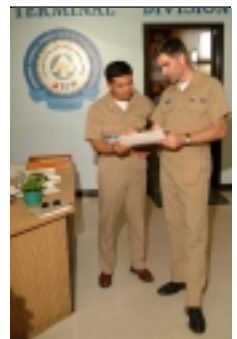
of the Air Terminal during Patriot Partner. "It was a very smooth integration of reserve personnel into the entire operation of the air terminal. The civil service and active duty military personnel that normally run the operation stepped aside and let the military reservists run the ramp, cargo, freight processing, passenger terminal, and other operations," he said.

"There was a smooth transition between all units involved," said Master Chief Fred Bishop of Naval Reserve Naval Air Terminal Detachment 609 at

the halfway point in the exercise. "It's going extremely well and the integration of the Navy, Air Force, and Army is great. The operational planning and initial setup of the Air Terminal operations by the Air Force has been tremendous. They paid a lot of attention, not only to details but also to the command structure itself. Each branch of service is represented and not dominated by any one branch," he added.

In addition to Navy reserve units, Air Force reserves from the 69th Aerial Port Squadron (Washington, DC) and an active duty Army unit, the 119th

Cmdr. Tom Dalpini, NR FISC Det. 106 (Baltimore) explains to FISC Norfolk Executive Officer Capt. Paul Flondarina the detachment's participation in exercise Patriot Partner. NR FISC Det. 106 would man a second shift at the Ocean Terminal during mobilization.



Transportation Group out of Ft. Story, Va., participated in the Air Terminal operations.

of Commander, Mine Squadron Twelve he was selected for a Line to Staff Corps transfer and completed Supply Officer Afloat training at Naval Supply Corps School, Athens, Ga. in 1981.

Logistics tours include Supply Department Head on *USS Trippe* (FF-1075), completing two Mediterranean, North Atlantic and Indian Ocean deployments, and periods of special operations in the Eastern Pacific. Shore duty at the Naval Supply Center in Charleston, S.C. included director of customer service and director, returned material division. Returning to sea duty in 1986, Captain Hagarty served as Assistant Supply Officer on *USS Sierra* (AD-18) completed a third Mediterranean deployment.

After completing his M.B.A. in 1990, he served as a budget and programs analyst for the vice-chief of naval operations (air warfare). In 1993, he completed the senior service college curriculum at the Industrial College of the Armed Forces. He next served with the Defense Security Assistance Agency as a country/program manager for defense cooperation programs supporting the Republic of Korea, Singapore, Brunei, Cambodia, Laos and Vietnam. Returning to sea in July 1996, he served as officer-in-charge of the military department on *USNS Concord* (TAFS-5), a Combat Logistics Force ship. He completed a fourth and fifth Mediterranean deployment and then reported to the headquarters of Commander-in-Chief, U.S. Naval Forces Europe in July 1998 as Fleet Supply

Officer.

Before his naval service, from 1963 through 1971, Captain Hagarty served in the United States Air Force and with the USAF Reserves. Following completion of his B.S. degree, before entering Naval service, he taught various science courses at Brunswick High School in southeastern Georgia.

Captain Hagarty's awards include the Defense Meritorious Service Medal, the Meritorious Service Medal, the Navy and Marine Corps Commendation Medal (five awards) and the Navy Achievement Medal. He is a qualified surface warfare officer, a surface ship logistician and has been designated as a joint services officer (JSO) sub-specialist and as a member of the acquisition professional community.

Safety Notes

Insect protection –

Whether you're in the yard or in the woods, pests like mosquitoes,



ticks, black widow or brown recluse spiders occupy the outdoors. The disease or venom these small insects transmit can be deadly. Know how to protect yourself from bites and stings from these pests. You need to cover most of your exposed skin by wearing a hat, light-colored clothing, gloves and leather boots. Spray yourself with insect repellent, and tuck your pant legs in your boots. Don't wear strong cologne or perfume. Finally, check yourself all over for any unwelcome visitors before walking into the house.

Capt. Trowbridge bids farewell to DDNV

It's really hard for me to believe that two years have come and gone since I became DDNV's Commander. I want to take this opportunity to thank the DDNV team for your support and to tell you just how proud I am of each of you. Quite simply, there is no other tour in my career that measures up to the satisfaction I feel for what we've accomplished together. You have truly pulled together — employees, unions and management — to make fundamental change in the way we work. The success of your efforts is evident in every phase of our performance. We are receiving and stowing material and issuing, packing, and shipping material more quickly than ever in our 80-year history under the Navy and DLA. Our workers are better trained in more skill areas than ever before, resulting in the flexibility to readily handle the workload peaks and val-

leys. We are aggressively working to improve the condition and inventory accuracy of stored material at the same time we are rewarehousing



material to improve our overall operating efficiency. As a result of all these efforts, DDNV has become the model for re-engineering physical distribution processes within the Defense Distribution Center and you stand in no one's shadow when it comes to delivering customer service to the Fleet. Make no mistake, I am sad to leave you...but I leave with the comfortable knowledge that you have learned how to successfully tackle the hard challenges, and that you are ready for whatever change the future holds.

NAVSUP employees among Navy Competition and Procurement Excellence awardees

The Secretary of the Navy recently named the winners of the 2000 Department of the Navy Competition and Procurement Excellence Awards. Several Naval Supply Systems Command (NAVSUP) individuals and teams were among those recognized.

Tom Kaczmarek of Fleet and Industrial Supply Center (FISC) Norfolk, Det. Philadelphia, Pa., was recognized for his work procuring nonpersonal technical, maintenance, logistics, and related services in support of two defense programs for the government of Kuwait.

Baerbel Prentiss; Ayo Johnson; Ken Heaton; Carla Backus; Cmdr. Gary Broadwell; Cmdr. Tim Howington; Kathy Cowley; John Thompson, all of FISC Norfolk Det. Washington, D.C.; and Bob Duffy of TMP Worldwide, McLean, Va., were recognized for work they did as members of the Navy Recruit Advertising Contract Team.

The NAVSUP/Naval Inventory Control Point (NAVICP) Reverse Auction Team was cited for their efforts. The team included Thomas Trump, Richard Martinelli and Mark Foster of NAVSUP Headquarters; and Cmdr. Richard Ellis; Lt. Cmdr. Michael Murphy; Robert Barnhart; Michael Cunningham; Lori Chofnas; Michael Wise; May Davis; James Hoffman; Eric Kreider; Deborah Rush; James Brennan; Bernadette Palmarini; John Pendleton; William Shearer; Joseph Berkoski; Patricia Hitch; Jeffrey Koone; Michael Cekovic; Ron Keefer; and Gary Van Osten, all of NAVICP, and Kevin Sweetra and Joseph Tierney of FISC Norfolk Det. Philadelphia.

The Navy and Marine Corps Intranet (NMCI) Technical/Contracts Team included Joan-Marie Benning of NAVICP, Mechanicsburg. Other commands represented on the team included Department of the Navy, Program Executive Office, Arlington, Va.; Small and Disadvantaged Business Utilization Office, Washington, D.C.; Naval Sea Systems

Command, Washington D.C.; and Marine Corps Systems Command Headquarters, Quantico, Va.

The Quick Solicitation Process for Ship Repair Team included Lee W. Kah, Saburoh Koizumi, Yasuhiro Oka, Satoru Hiruma, Sejii Yoshino, Merlin Simonson, and Charles Dupray of the FISC Yokosuka, Japan.

The Auxillary Power Units Total Logistics Support (APU/TLS) Team from the NAVICP, Philadelphia, includes Katherine Rachubinski, Gerald Tonoff, Michael Taylor, Gisela Hill, Gerald Dougherty, John Campbell, Gary Murphy, Judith O'Reilly, John S. Spicer, Eugene Zmijewski, Paula Battistoni, Jim Miller, Mike Houck, Chuck Silva, Jeff Heron, Bruce Hill, Jack Cicco, George Lindsay, Andy Crepea, Bob Katzberg, Chuck Gauch, Ken Myers, Russ Spindler, Debra Bautista, Connie Drummond, and Jack Adams.

The Enterprise Licensing Team was recognized with a Special Act Award. Robert D. Harper of NAVSUP Headquarters and Rodney L. Klinger and Sylvia C. Johnson of NAVICP were members of the team. The team also included representatives of DoN; Portsmouth Naval Shipyard, Portsmouth, N.H.; Naval Air Warfare Center Aircraft Division, Patuxent River, Md.; Naval Air Systems Command, Patuxent River, Md.; Naval Undersea Warfare Center, Newport Division, Newport, R.I.; Space and Naval Warfare Systems Command, San Diego; and Marine Corps Systems Command, Quantico, Va.

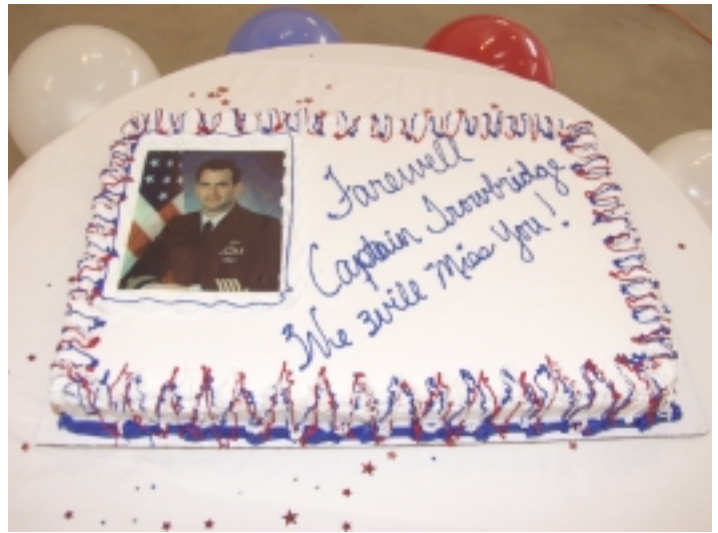
"As a result of the dedication and the application of good ideas to business transactions by these award winners, and all others in our acquisition work force, our Sailors and Marines benefit in terms of a higher state of material readiness, improved quality of life and more effective mission accomplishment," Secretary of the Navy Gordon R. England said in a message announcing the winners.

New XO from Page 1

transferred to the submarine school in New London, Connecticut. Following completion of submarine school, he was assigned as Gold Crew Supply Officer aboard USS OHIO (SSBN-726). While aboard USS OHIO he qualified as a Submarine Supply Officer. He was then assigned to submarine support at the Trident Refit Facility, Bangor, Washington and subsequent assignment as Executive Officer, Polaris Material Office, U.S. Pacific Fleet in Bremerton, Washington. Captain Flondarina served overseas with the British Ministry of Defense as Liaison and Protocol Officer for Strategic Systems Programs Office (SSPO) in England. He was then detailed to Naval Air Station North Island as Assistant Supply Officer where he qualified as Naval Aviation Supply Officer and subsequently served as a staff officer for Commander, Naval Air Force, U. S. Pacific Fleet. Captain Flondarina was selected to serve at Navy Supply Systems Command as the Navy's Food Service Director; Financial Management Policy Head; and Naval Aviation Integrated Logistics Support Officer. He served his senior officer afloat tour as Supply Officer, USS NIMITZ (CVN-68). Captain Flondarina assumed the duties as Executive Officer, Fleet Industrial and Supply Center Norfolk on June 25, 2001.



Debra West, DDNV XXX, presents outgoing DDNV Commander Capt. Dick Trowbridge with a t-shirt signed by DDNV employees. Looking on are (l-r) Capt. Trowbridge's wife Pam, daughter Shelley, and son Zachary. More than 200 DDNV employees were on hand at a recent farewell luncheon to say goodbye to their commander.



A party isn't a party without a cake. Capt. Trowbridge's farewell cake featured his official portrait in the icing.

TRICARE U. now open to the public

TRICARE University, an on-line version of the TRICARE Basic Student Course is now available to anyone who wants to improve their understanding of the TRICARE benefit. This includes individuals whose job it is to provide advice on the military health care program for those seeking in-depth knowledge of the benefit. TRICARE University introduces its students to the health care benefits available for uniformed services beneficiaries and family members. In addition, this course provides customer service guidance and an overview of TRICARE administration.

TRICARE University consists of 13 lessons, practice questions and non-graded examinations that are accessible at the end of each lesson. The questions reinforce lesson content and promote learning with immediate feedback and, if necessary, guided review.

A "Course Objectives" button takes students through information related to objectives, prerequisites, and requirements. Those new to the TRICARE University's web-based learning environment can use the "Navigation Tutorial" section to learn how to navigate through the various features and functions available in the course.

At the end of this course, the student will be able to recall the basic benefits of TRICARE options, pharmacy and dental programs, to match available health benefit options with beneficiary eligibility status and category, calculate costs, and file claim forms. They will also be able to find a list of resources available on the Internet and from TRICARE Management Activity if they need further information.

TRICARE University can be found on the TRICARE Web site at <http://199.211.83.208/public>.



Following Exercise Patriot Partner, an awards ceremony was held at Naval Air Terminal Norfolk. Pictured above are some of the Sailors who participated in the exercise. Because of the number of awardees, they can not be pictured individually. Ocean Terminal Sailors awarded letters of commendation were SK1 Barrows, SK1 Best, SK3 McFarland, SK3 Steele, SK3 Young, and SK3 Woodley. Air Terminal Sailors receiving letters of commendation were IT1 Stephen Antras, IT3 Javan Bivens, SK3 Opal Blue, SK2 Vena Holmes, SK3 Michael Jones, SK1 Mary Juras, SK1 Cathy McDonald, SK3 Florina McMurray, SK1 Betty Queen, and SK2 Raymond Slaughter. Six Sailors earned a license to operate a 60K loader. They are SK2 Gunn, SK2 Jasay, SK3 Bazen, SK3 Carter, SK2 Payton, and SK3 Burnette.

**KEEP ALERT
WHEN USING
CROSSWALKS**

